

**2015 CITY OF SAN JOSE – MEF/CEO NEGOTIATIONS
TENTATIVE AGREEMENT**

CITY PROPOSAL TO CEO – SICK LEAVE

City Proposed Language:


ARTICLE 18 SICK LEAVE

18.1.2 Accrued sick leave may be utilized if the employee is required to be absent from work on account of non-job related illness or injury; routine medical or dental appointments, or for the care related to the illness or injury of the employee's child, mother, father, spouse or domestic partner registered with the Department of Human Resources.

Up to a total of forty-eight (48) hours of accrued sick leave per calendar year may be utilized if the employee is required to be absent for the care related to the illness or injury of the employee's grandparent, grandchild, brother, sister, father-in-law, mother-in-law, stepfather, stepmother or stepchild.

**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:




Jennifer Schembri
Interim Director of
Employee Relations

5/15/15

Date

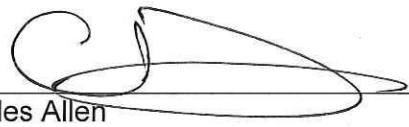
FOR THE UNION:



LaVerne Washington
President
CEO, AFSCME Local 101

05/15/15

Date



Charles Allen
Business Agent
AFSCME, Local 101

5-15-15

Date